



# Fleet Readiness Center Southeast NETWORK

Issue 2, 2015

## FRCSE Detachment Jacksonville epitomizes Sailor's Creed during inspection



AT3 Justin Seals performs a signal check on an aircraft component at FRCSE Detachment Jacksonville April 21. Last year, the detachment's avionics division completed 13,922 maintenance actions in support of 15 tenant commands around the globe.

**EVERY SAILOR IN THE NAVY** memorizes the Sailor's Creed during entry-level training. In the creed, Sailors pledge to follow orders, represent the fighting spirit of the Navy, and defend freedom and democracy around the world.

They also promise to be committed to excellence, a gesture more than 600 Sailors from FRCSE Detachment Jacksonville lived up to during an aviation maintenance inspection (AMI) last month.

The four-day inspection included a thorough evaluation of the unit's aviation maintenance programs, practical application of processes and training.

"AMIs are mission es-

sential. They evaluate command proficiency, safety, program compliance, and certification to safely operate and deploy ready assets," said Lt. Cmdr. Mike Phillips, aviation mainte-



AT2 Lemon Pinion (right) instructs ATAN Jesus Hinojos how to properly perform tests on a piece of navigational equipment at FRCSE Detachment Jacksonville April 21. The detachment recently completed an aviation maintenance inspection that evaluates command proficiency, safety, program compliance, and certification to safely operate and deploy ready assets.

nance management team (AMMT) officer assigned to Commander, Naval Air Forces.

AMMTs validate command proficiency through a variety of methods, according to Phillips.

"Those methods include graded drills, practical application and material condition inspections," he said.

The inspection team classifies each program as

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# NETWORK

*Fleet Readiness Center Southeast*

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# Skipper's Corner

*FRCSE Team,*

The time has come for my family and I to transition to the next chapter of our lives. Leading the FRCSE team has been the most rewarding tour of my 26 years of naval service and I am so proud of all of our accomplishments!

Now it's time to pass the command trident to Capt. Chuck Stuart, who is well prepared to take command of the facility and continue the legacy of greatness that FRCSE is renowned for. I have faith that the team will continue to pave the way of providing maintenance solutions into a new era of naval aviation.

The critical chain project management initiatives implemented on all production lines has greatly improved our ability to provide our warfighting customers with quality, reliable weapons systems at an affordable price. I believe we are making major strides in our effort to be safety conscious. I want to encourage you to maintain the cadence of accountability through the Skipper's Safe Site Challenge. Your patriotism and dedication to the warfighter is unmatched, so please continue to watch out for yourself and your shipmates. When all is said and done, the most important asset we have at FRCSE is you.

I thank all of you for your participation in achieving the many accomplishments we have been recognized for and finding ways to continuously improve the organization. As we celebrate the 75th anniversary of the depot, I salute you for your hard work and dedication to excellence. Fleet readiness has never been more relevant than it is today and I am excited about the future of FRCSE. I am truly honored to have served as your commanding officer. My wife, Stacia and I wish you all the best as you continue to serve our warfighters with distinction. Good luck and God speed.



**Capt. John Kemna**  
Commanding Officer



JOHN G. KEMNA  
Captain, U.S. Navy  
Commanding Officer



## Captain's Cup Champs



NAS Jax Commanding Officer Capt. Howard Wanamaker (front, right) presents the 2014 NAS Jax Captain's Cup to FRCSE Detachment Jacksonville Officer in Charge Cmdr. Scott Carter during a short ceremony at Hangar 1000 March 31 as FRCSE Sailors proudly display the championship banners. FRCSE Sailors competed in 26 out of 33 events winning the award for the second consecutive year. The Captain's Cup competition is open to all NAS Jax active duty, selective reservists, DoD federal civilians and DoD contractors.

## Fair Winds *and* Following Seas



ADCS(AW/SW) Matthew Schons, center, of FRCSE Detachment Jacksonville, is surrounded by fellow chief petty officers (past and present) as he is presented with gifts during his retirement ceremony April 24 at the All Saints Chapel aboard NAS Jacksonville. Schons reported to FRCSE in June 2012 as the Production Control leading chief petty officer. He was frocked to senior chief in July 2012 and was responsible for leading 87 Sailors in the performance of intermediate maintenance. Schons retires from the U.S. Navy after 23 years of honorable service.



ASCS(AW/SW/MTS) Antoinette Roberson of FRCSE Detachment Jacksonville, right, is presented the Navy and Marine Corps Commendation Medal from Lt. Cmdr. Elliot Youngblood of Commander, Helicopter Maritime Strike Wing, U.S. Atlantic Fleet Detachment Jacksonville/ Mayport during her retirement ceremony May 8 at the NAS Jacksonville All Saints Chapel. Roberson retired after 26 years of honorable naval service.



# FRCSE claims top spot in CNO Shore Safety Awards program

**FRCSE RECENTLY CLAIMED TOP HONORS** in the CNO Shore Safety Awards Program, earning the 2014 Safety Excellence Unit Award for medium industrial, shore activity.

Medium industrial category indicates the command has a military and civilian working population between 1,000 and 3,000; and its primary mission is the production, maintenance, or rehabilitation of Navy equipment, material, or facilities.

"This accomplishment proves FRCSE is striving toward a goal to be a world class organization and we put the safety of our people first," said FRCSE Commanding Officer Capt. John Kemna. "The safety of our team is the command's highest priority. We strive to maintain a safe command culture every day and work hard to get our safety record below industry standards. I am excited our command is being recognized for our safety initiatives. Employee vigilance and involvement is the key to the success of our safety program.

"This safety culture and perspective directly results in a greater impact on the on-time delivery of readiness to our customers and at a better cost," he added. "Safety is schedule performance, safety is cost performance!"

Peter Gallant, the center's safety director, also received recognition as part of the awards program. He was selected as the only civilian in the individual award category.

"FRCSE and Mr. Gallant are being recognized for their outstanding support and achievement in safety and occupational health in reducing mishaps and demonstrating strong safety leadership while being innovative and enthusiastic in marketing and promoting safety within their command," wrote Rear Adm. Paul Sohl, commander, Fleet Readiness Centers.

Gallant attributed the success of FRCSE to 'teamwork' and said there is nothing more important than safety.

"Our mission is to produce a very valuable product for a very precious customer. What we produce is in very high demand not only for our customer but for our country," he said. "We have an obligation to produce a very high-quality part, service, or commodity. We also have an obligation to produce it at promised schedule and cost, and we can't do any of that by sacrificing the welfare of our workers."

Gallant added that the focus on safety is not just at the supervisory level and everyone plays a big role in mitigating unsafe situations.

"You have to be focused at all times," said Godfrey McDowell, one of the center's F/A-18 aircraft mechanics. "It's easy to get complacent when you are working in an environment like this. But, the command does an excellent job reminding us how important we are to them and encourages us to speak up when we see something unsafe."

The awards program is designed to recognize outstanding efforts in risk management and mishap prevention, according to Office of the Chief of Naval Operations Instruction 5100.23G. The program also recognizes commands with the best overall safety program record; and individuals who have made significant contributions to the command.

Three commands qualified and were considered for the award, according to Stan Willingham, a safety and occupational health specialist with the Naval Safety Center.

Gallant said the initiatives created last year are what helped set FRCSE apart from its contemporaries.

Early in the year, one of the branch heads lobbied to implement a program where each shop would have a safety representative who would meet bi-weekly to discuss ways to make the areas safer places to work. The idea was met with open arms from both leadership and artisans.

"I talked with several employees and they always asked to be part of the safety process," said Rick O'Cain, who served

as the Crinkley Engine Facility branch head during fiscal year 2014. "I solicited volunteers from each shop, to be the spokesperson or safety lead for the particular shop.

"Working with (Gallant), we provided safety training and



Godfrey McDowell, an F/A-18 aircraft mechanic, uses a solvent tank to clean a trailing-edge flap actuator to prepare it for inspection April 15. McDowell is one of many FRCSE artisans who make suggestions to mitigate unsafe practices. FRCSE leadership encourages all employees to take part in the safety program. This is one of the many initiatives that led the command to earning the CNO's 2014 Safety Excellence Unit Award for medium industrial, shore activity.

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# Award

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each month - they held safety meetings to present the material to their team."

Avionics Facility Branch Head Robin Geer championed another successful idea to mitigate safety concerns. He took a production tracker; a printed form used to track the progress of assigned tasks, and added a section for safety issues. The forms were placed in prominent areas throughout the workspaces where employees could use the form to identify safety problems.

"If a safety concern is written on the tracker, it is the supervisor's responsibility to not only fix the discrepancy, but annotate when and how it was corrected," said Geer. "My staff and I conduct weekly walk-through inspections of the tracker to ensure problems are being resolved."

The concept was so successful at improving safety around the plant, it was instituted throughout FRCSE.

Other initiatives included hosting town hall meetings with the commanding officer and executive officer; establishing a safety focus group; implementing 100 percent use of hearing protection in all areas exposed to 85 decibel noise hazards.

Several other safety processes played a role in the command being selected, according to Amy Smith, an occupational safety and health specialist at FRCSE.

"Through consistent training, employee involvement and implementing safety management systems, we have been able to get our safety mishap numbers to decline," said Smith.

In the award nomination, the command included three-year trend analyses boasting a reduction in recordable mishaps and compensation costs – it also highlighted a historical command-low for total case incident rate. Gallant said these numbers are a true measure of success but the goal of achieving a mishap-free workplace is still the ultimate objective.

"The goal is to have zero mishaps. Why should we accept anything less? Our mindset is to go home just as good – or better – than you came to work in the morning," he said.

Looking to the future, FRCSE intends to continue to set the bar high by instituting ways to increase safety awareness and reduce work-related injuries.

Kemna recently initiated the 'Skipper's Safe Site Challenge,' a program which divides the command into small areas dubbed 'safe sites.' Every employee is a member of a safe site.

The intent is to encourage ownership in each safe site; encourage every employee to identify and eliminate hazards; and to tailor safety objectives to each safe site.

"I'm excited about what this initiative can do for us," Kemna said. "The most important asset we have is our people. Workplace mishaps hurt our people, and that is simply unacceptable."

## —Black History Month—



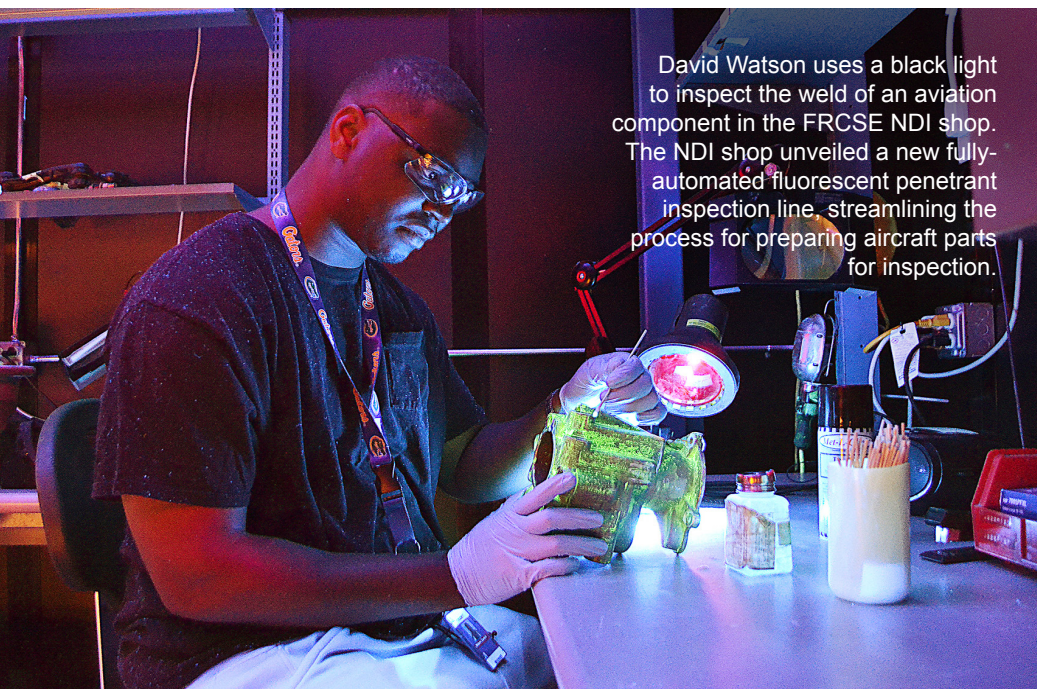
*AT2 Cornelius Sammons of FRCSE Detachment Jacksonville's Multicultural Committee, takes on the role of United States President Barack Obama during a Black History Month presentation March 26 at Hangar 1000. The Sailors offered "A Walk through Time," to recognize the contributions of African-Americans with songs, speeches and video clips.*



*Members of FRCSE Detachment Jacksonville's Multicultural Committee perform the hymn, "Swing Low, Sweet Chariot," a historic American spiritual song, during a Black History Month presentation at Hangar 1000, March 26. The song is said to be an allusion to Harriett Tubman, who used the Underground Railroad to help escaping slaves during the 19th century. The group presented "A Walk through Time" using songs, video clips and speeches recognizing the contributions of African-Americans.*







David Watson uses a black light to inspect the weld of an aviation component in the FRCSE NDI shop. The NDI shop unveiled a new fully-automated fluorescent penetrant inspection line, streamlining the process for preparing aircraft parts for inspection.

## Nondestructive Inspection Shop receives equipment upgrade

**F**RCSSE unveiled a new piece of equipment during a ribbon cutting ceremony April 22.

The fully-automated fluorescent penetrant inspection (FPI) line was installed in the nondestructive inspection (NDI) shop, replacing a manual version nearly a decade old.

NDI uses phosphorescent chemicals to find cracks and imperfections in a variety of aircraft parts; the FPI allows the shop to increase productivity and streamline the process of returning parts to the fleet.



Rafael Sur, an inspector with the NDI shop, uses a black light to examine an aviation component for cracks and defects.

"The process is pretty simple," said David Schuster, a process engineer supporting NDI. "We apply a penetrant to the part to try to find all of the cracks, then we put the part through a series of washing and emulsifying to remove excess penetrant. Then we add a dry developer which is phosphorescent."

The last step is to use a black light to inspect for defects or imperfections.

"This system is designed to cut down the amount of manual labor and enhance our inspection capability," said Dean Richards, a metals inspector and 15-year veteran at FRCSE. "The system is going to allow for a cleaner inspection process too."

Although the manual system was capable of accomplishing the job, it had some inefficiencies the FPI will remedy.

"The old equipment could only support smaller parts and required a lot of manual pushing and pulling that risked injuries," said Schuster. "It also required two shifts to be on production, plus overtime."

The FPI processes much larger parts and does not require manual



(From left) Dale Perry, processes branch head; Randy Mullins, NDI supervisor; Ray Penn, metals inspector supervisor; FRCSE Executive Officer Capt. Chuck Stuart; David Schuster, process engineer supporting NDI; Major Nimock, manufacturing product director; and Josh Loukus, vice president of REL Inc., cut the ribbon on the new fully-automated fluorescent penetrant inspection (FPI) line in the NDI shop April 22.

assistance reducing time to one shift, according to Schuster.

"It has independent inspection stations, allowing multiple inspectors to analyze the parts for cracks and move from part-to-part without interruption," he said.

The old system processed components in a single line, preventing inspectors from moving to another part and forcing them to idle until the next part was available.

The price tag for the upgrade is more than \$4.2 million, with the FPI itself valued at nearly \$3 million.

"This equipment allows us to double production and improve efficiency resulting in better support for our customers," said FRCSE Executive Officer Chuck Stuart. "That makes this equipment invaluable."

Schuster said the FPI will allow the shop to process twice as many parts and estimates that by 2020, the NDI will process 160-200 parts per day.

"This is the first time in the 15 years I have been here that we have had an upgrade that directly impacts inspectors," said Richards. "It's going to be great working with this new system."



# FRCSE bids fair winds to 54-year veteran

**N**ot many employees at FRCSE can say they served their country for more than half a century – Curtis Kimbler can.

Kimbler, who spent the past 54 years repairing aircraft engines, retired in a ceremony at FRCSE's Crinkley Engine Facility May 1.

In July 1960 – at the spry age of 16 – Kimbler enlisted in the Navy and was designated an aviation machinist mate.

Kimbler retired from the Navy in 1980 and decided to pursue a second career doing what he loved – working on aircraft.

He began work as a civil service employee later that year.

While officiating the retirement ceremony, FRCSE Commanding Officer Capt. John Kemna said Kimbler's time in civil service tells the story of change and historical transformation.

"When he began working here, this place was called Naval Air Rework Facility, which later became Naval Aviation Depot," Kemna said. "And as he retires today, he is leaving what is now known as Fleet Readiness Center Southeast."



FRCSE Commanding Officer Capt. John Kemna presents Curtis Kimbler with a certificate of retirement at the FRCSE Crinkley Engine Facility May 1. Kimbler, known as "Gray Beard" for his 7-inch frosty-gray beard, retired after 54 years of service.

Carl Gay, one of Kimbler's co-workers, recalled his first moment meeting his long-time friend and mentor.

"Curtis was my first supervisor when I checked aboard in 2001," he said. "He shared a lot of information about engines and allowed me to grow from his experience."

Gay also said Kimbler's leadership and guidance was unmatched, and he always did what he could to keep morale high.

"I have met a wonderful bunch of folks throughout the years," said Kimbler. "It's a sad time for me; but I only ask that you continue to do the job you are hired to do – support the warfighter."

Kimbler, known as 'Gray Beard' for his 7-inch frosty-gray beard, stood in front of a score of colleagues, family and friends as Kemna presented him with a certificate of retirement and other mementos.

After a few emotional words of wisdom to his friends, Gray Beard received a standing ovation and was piped ashore by the commanding officer who rendered a salute.

"For 54 years, you served honorably and never wavered," said Kemna. "You have served your Navy and your country extremely well. We have the watch."

## Mahalo!

(Thank You!)

*From left, Quality Assurance Specialists Nick Adams, Vickie Hall, and Marlene Boyce gather with FRCSE Commanding Officer Capt. John Kemna as he cuts a cake during a celebration picnic at Mulberry Cove aboard NAS Jacksonville May 1.*

*The Hawaiian themed picnic allowed Kemna to thank the members of the FRCSE Quality Assurance team for all of their hard work.*







(From left) AMAA Frederick Dunstan, AMAN Nykie Carr (kneeling), AM3 Shakita Howard, and AM2 Gregory Anderson clean disassembled P-3 Orion rims at FRCSE Detachment Jacksonville's Tire Shop. 'Tire and Wheel' was one of 41 aviation maintenance programs inspected during the detachment's recent aviation maintenance inspection (AMI). Forty programs received "on-track" ratings during the inspection.

## Inspection

(continued from page 1)

"on-track," "needs more attention," or "off-track."

The 10 members of the AMMT determined 40 out of the detachment's 41 programs were "on track."

"We try to create an environment where we are always ready," said Lt. Samuel Rose, quality assurance officer for FRCSE Detachment Jacksonville. "We did do some preparation for the inspection, but we try to stay on top of our game with what we call 'AMI-365' – being ready at all times

throughout the year."

The detachment's maintenance management chief, AVCM(AW) Eddy Sisneroz, said this is the best AMI he has seen in his 28 years of service.

"I have sat through many AMIs and have never had one where we didn't have at least one program off-track, this inspection beat that," he said.

"Based on the wide range of our recent triumphs it is evident that those attached to FRCSE have witnessed firsthand what teamwork can accomplish,"

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AMAN Nicholas Zequeira (right) provides a process check to AM3 Rane Blanco who is using a micrometer to measure lug and washer bores on an H-60 center stabilizer at FRCSE Detachment Jacksonville.



AZ2 Hunter Wollaston and AZ2 Winfred Ngahu input a trouble call into a data tracking system at FRCSE Det Jacksonville. Wollaston and Ngahu work in the detachment's production control (PC) department and are responsible for all administrative tasks within the department. PC is responsible for the efforts of 56 work centers across six divisions and encompasses more than 600 personnel.



Members of FRCSE Detachment Jacksonville pose for a unit photo following a recent aviation maintenance inspection. The detachment had 40 aviation maintenance programs receive "on-track" ratings during the inspection.





AT2 Andrew West, above, checks the cables on an aviation component at FRCSE Detachment Jacksonville April 21.



AM3 Rane Blanco measures the bore on an aviation component at FRCSE Det Jacksonville April 30.

## Inspection

(continued from page 8)

said Cmdr. Scott Carter, detachment officer in charge. "It also indicates every Sailor understands the part they play in support of the mission."

"They dedicate themselves and apply the necessary effort to ensure command success. I could not be more proud of our Sailors and to be one of the many leaders here at FRCSE," he said.

Thirteen Sailors and one civilian received special recognition for their role in the inspection, each earning a "Bravo-Zulu" rating.

Sisneroz and Rose both said it was the work of the whole detachment that ensured excellence.

"We have program managers we selected specifically for the inspection," said Rose. "These are your future leaders; they are humble, but hungry, and want to learn as much as they can to help us be successful in the future."

The detachment was also evaluated in 50 practi-

cal application demonstrations, including a foreign object debris (FOD) walk down, man-down drills, and tool inventory.

Random Sailors were selected to demonstrate a working knowledge of each area – all 50 received satisfactory ratings.

"We have a huge responsibility to the warfighters; we repair the aircraft and aircraft components as quickly as possible so they can continue the fight," said Aviation Machinist Mate 1st Class Bill Boles, FOD program assistant manager. "These demonstrations showed that we have expert knowledge in everything that comes with that responsibility."

FRCSE Detachment Jacksonville is a shore-based maintenance command, requiring the unit to be inspected every 30-36 months. According to Phillips, the next inspection could be as early as fall 2018.

AE3 Vernon Perry files down the gate-valve housing on an electrical component at FRCSE Det Jacksonville. Sailors like Perry helped the detachment earn 40 out of 41 "on-track" ratings during the command's aviation maintenance inspection.



Sailors test the continuity of a cable in the repair shop at FRCSE Detachment Jacksonville. More than 600 Sailors assigned to the detachment played a role in the command's performance in a recent aviation maintenance inspection.





# Employees sing off for golden mic



AZ2(AW) Joshua Graver performs "Good Directions" by Billy Currington.



Scott Murray belts out "Courtesy of the Red, White and Blue" by Toby Keith.



Tricia Hamer, an employee at Cecil Commerce Center, sings Katie Perry's "Roar."



FRCSSE Karaoke Kountdown Grand Finale winner Al Stallings sings, "I Believe in You and Me" originally performed by The Four Tops, during the grand finale March 25. The event, held in conjunction with the depot's 75th anniversary celebration, showcased the talents of employees at various locations throughout the month. Four contestants, Stallings, Scott Murray, Tricia Hamer and AZ2(AW) Joshua Graver advanced to the final competition.

**FRCSSE SAILORS AND CIVILIAN EMPLOYEES** displayed their singing abilities during several Karaoke lunchtime events in March as part of the command's 75th anniversary celebration.

Presented by the FRCSE 75th Anniversary Committee, Karaoke Kountdown events were held at command headquarters, Crinkley Engine Facility, Cecil Commerce Center and Hangar 1000. Audiences at each location voted to select a finalist to compete in the grand finale, which was aired live on the command's closed circuit TV system, March 25.

The four finalists, Al Stallings, FRCSE Central Tool Room supervisor, Scott Murray of Plant Services, Tricia Hamer from Cecil Commerce Center and AZ2(AW) Joshua Graver of FRCSE Detachment Jacksonville 500 Division made the cut to perform in the grand finale.

As FRCSE Command Master Chief (AW/SW) Shalonda Jackson introduced each contestant to the stage, the singers gave it their all in front of a packed audience and three judges

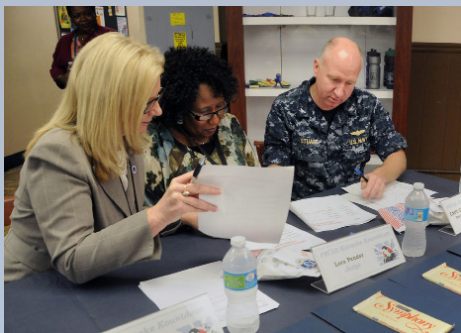
who critiqued them on singing ability, stage presence and crowd response.

Stallings dedicated his song, "I Believe in You and Me" by The Four Tops, to his wife, Laverne. His velvety, soulful voice and gripping stage presence pushed him over the top to take home the "golden microphone" plaque, winning the grand finale.

"For me, participating in this event is all about the love of music and singing," said Stallings. "We had a contest like this several years ago called the NADEP Idol Contest. I won that one too with the same song. I had a great time participating in this event against some great competition."

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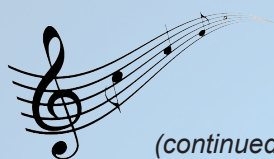




Karaoke Kountdown judges, from left, Business Office Director Dora Quinlan, Avionics/Components Administrative Assistant Lora Pender and Executive Officer Capt. Chuck Stuart tally their scores to determine a winner.



Capt. Chuck Stuart, seated, gives the Karaoke Kountdown finalists some feedback from the judges table during the grand finale March 25.



## Karaoke

(continued from page 10)

Coming in a close second, was Graver who performed Billy Currington's "Good Directions." "I had a great time participating in this event," he stated. "It was awesome to be able to come into the studio and practice the songs that we had lined up for the day. I've been singing ever since I can remember and was featured on TV every Sunday at my church years ago. I think those experiences prepared me for my short Karaoke career."

Graver continued, "My biggest fear is singing in front of my co-workers but they offered great support and I've had several emails from people giving me positive feedback. This event has given me the push I needed to get back into music."

Murray chose Toby Keith's patriotic number, "Courtesy of the Red, White and Blue." "I chose to sing this song for all the men and women serving our great country," he said. "I had a blast participating and it was a wonderful experience. Thank you to all the folks behind the scenes who worked so hard to make it a success."

For Hamer, who went first, performing Katie Perry's "Roar," it was a little unnerving. "I've never sung in front of an audience before, so this was a unique experience," she said. "I enjoyed singing with the best! I hope everyone had as much fun listening as we had singing."

According to one of the judges, FRCSE Executive Officer Capt. Chuck Stuart, the contestants did a superb job and the event was extremely successful.

"I was thrilled to participate in this event," said Stuart. "It was tough to choose a winner because all our contestants are so very talented. Karaoke Kountdown has been extremely popular and a great way to celebrate our command's 75th anniversary. I've been getting so many positive comments about this event and really appreciate all the hard work by our committee and the Public Affairs Office staff who made it so successful."



FRCSE Command Master Chief (AW/SW) Shalonda Jackson announces AI Stallings, center, Central Tool Room supervisor, as the winner of the Karaoke Kountdown Grand Finale and AZ2(AW) Joshua Graver as the runner-up during the event March 25.



FRCSE Executive Officer Capt. Chuck Stuart presents a golden microphone plaque to Karaoke Kountdown winner AI Stallings, FRCSE Central Tool Room supervisor, at the conclusion of the event.



# FRCSE sets benchmark for environmental prowess

## FRCSE WAS RECENTLY RECOGNIZED

for environmental stewardship in the fiscal year 2014 CNO Environmental Awards program.

FRCSE was among two other commands in the nation selected as winners in the environmental quality, industrial installation category. Other winners included FRC Southwest in San Diego and Naval Base Kitsap in Bremerton, Wash.

FRCSE is a full-spectrum maintenance operation with all the key capabilities required to maintain high-performance aircraft including comprehensive in-service engineering and logistics services for support of assigned air vehicles, engines and weapons systems. The command also performs complete overhaul capabilities for many Navy and Air Force aircraft components.

As that mission continues, the military depot has a responsibility to serve as a good steward of the environment, according to FRCSE Commanding Officer Capt. John Kemna.

"FRCSE considers environmental stewardship to be of equal importance to productivity, quality and safety," he said. "We demonstrate that commitment by investing in programs that minimize, and in some cases eliminate, the effects of our operations on the environment.

"We are fully committed to employee environmental training to ensure compliance, reduce our pollution footprint and ensure continuous improvement."

Environmental aspects associated with FRCSE's mission include chemical and mechanical depainting, surface coating, chemical cleaning and degreasing, machining, composite repair, nondestructive testing, heat treating, and jet engine testing.

"We are regulated by state and federal regulations and must comply with their requirements with everything we do here," said Henry Pape, environmental engineer at FRCSE. "Our goal is mission plus compliance; they both go hand-in-hand."

During fiscal year 2014, the command was audited by the Florida Department of Environmental Protection (FDEP) and the city of Jacksonville's Environmental Quality Division – both audits had no findings documented.

FRCSE also received no documented findings in an audit for International Organization for Standardization (ISO) 14001:2004.

ISO 14001:2004 outlines the framework an organization can follow to set up an effective environmental management system.

"When you have a certified program, like ISO 14001, you are supposed to follow all of its requirements," said FRCSE Environmental Engineer Jacob Deeb. "This should be reflected through effective internal environmental compliance and management audits."

These audits demonstrate the level of commitment FRCSE employees have to the environment in which they live and work, according to Pape.

"We have had an award-winning environmental program for quite a while," he said. "We have been recognized with various awards for the past five years including a personal letter from the secretary of the FDEP.

The letter thanked FRCSE for 'promotion of a culture of environmental stewardship and implementing a highly successful compliance management system that is delivering superior results.'

In the award nomination, FRCSE highlighted its success in four key areas: process improvements, compliance with regulations, environmental and economic performance, and recycling programs.

To ensure excellence, the command used the 4D business practice taught by the Franklin-Covey Company. FranklinCovey is a global consulting and training firm specializing in strategy execution.

4D, or 4 disciplines of execution, requires an organization to focus on the wildly important, act on lead measures, keep a compelling scoreboard, and create a cadence of accountability.

"The command adopted an environmental wildly important goal (WIG), said Pape. "The WIG here is to develop environmental acumen across the command by applying 4D principles at the shop level."



Sheet Metal Mechanic Troy Linton discards a cloth containing hazardous material into an approved receptacle at FRCSE. All employees at FRCSE receive training on the proper process for disposing hazardous materials. Effective training is one of the many practices that led to the command earning the fiscal year 2014 CNO Environmental Award.

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# Environmental

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FRCSE used these principles to establish an environmental 'game plan' through training, coaching, scoring, reviewing, and correcting.

Adopting this model has allowed FRCSE to reduce its hazardous waste stream by more than 80 percent in recent years – about 900,000 pounds.

Other achievements attributed to this practice include: a recycling program diverting more than 881 tons of landfill waste, recycling more than 7-tons of universal

waste, and recycling more than 280 tons of used oil for energy recovery.

"Everyone from the top down has a responsibility to our environmental program, said Troy Linton, a sheet metal mechanic at FRCSE. "I am not just responsible to the command, I am responsible to the environment itself."

Linton routinely handles hazardous material and said proper training and communication up and down the chain of command is what allows FRCSE to have a successful environmental program.

"I think we are a benchmark for how things should be done," added Pape.

## -Around the Plant-



FRCSE XO Capt. Chuck Stuart thanks Cecelia Vinoya, a production controller in Avionics, for going "above and beyond" as a mentor, co-worker and for her professionalism in training new hires.



Think  
LEAN!



Logistics Management Specialist Jessie Johnson, left, happily accepts a photo of the aircraft he supported from Lead Electronics Engineer Alanna Harris. Johnson retires after 40 years of service. (Photo courtesy of Louis Vanleer)



FRCSE artisans, supervisors and engineers evaluate the process of loading a T-44A Pegasus aircraft onto a trailer in preparation of the upcoming NAS Jacksonville runway closure project.



Members of the Industrial Manufacturing Division happily show off their attire during Hawaiian Shirt Day in celebration of the depot's 75th anniversary.





Capt. Stuart presents a plaque to Alpha Ganious, 90, left, and George Mclvory, 89, thanking them for their informative presentation about their hardships and successes as two of the nation's first African-American Marines during a Black History Month Celebration Feb. 25.



George Mclvory proudly displays a picture of USS Montford Point (T-MLP-1) while Montford Point Marine Association Chapter 29 President Ron Jackson, a former FRCSE employee, looks on.

## Montford Point Marines recount struggles with discrimination

Two of the original Montford Point Marines participated in FRCSE's Black History Month celebration Feb. 26 offering a glimpse of their trials and tribulations at the nation's first African-American Marine Corps training camp.

Alpha Ganious, 90, and George Mclvory, 89, enlisted in the Marines in 1943 to fight for their country during World War II after President Franklin D. Roosevelt established a directive allowing African Americans

to join the Marine Corps. Segregation laws at the time required a separate training camp for blacks and whites. These young men were forced to build their own camp in the wilderness of North Carolina.

"We endured some horrific conditions out there and extremely harsh treatment," recalled Ganious. "We were put there to fail, not to become Marines. But we prevailed because we had to. We could not go home disgraced and live with the failure of not succeeding."

Nearly 20,000 African American Marines trained at Montford Point from 1942-49 to serve during the war. The intent of Marine Corps leadership was to discharge them after the war and return to an all-white organization. As the war progressed and these Marines proved their capabilities, this mindset changed. In July 1948, President Harry S. Truman issued an order negating segregation and the training camp was deactivated. Montford Point was renamed Camp Johnson in 1974, in honor of the late Sgt. Maj. Gilbert Johnson, a Montford Point drill instructor and veteran of World War II and Korean War. Today it is part of Marine Corps Base Camp Lejeune.

Recognizing their sacrifices and dedication to the nation, more than 400 Montford Point Marines were bestowed with the Congressional Gold Medal by President Barack Obama in June 2012.

Ganious and Mclvory wear their medals proudly. They are also thrilled to show photographs of

themselves meeting the first black president of the United States and of USNS Montford Point (T-MLP-1) named in their honor.

As an effort to keep historical recollections alive, Montford Point Marine Association Chapter 29 President Ron Jackson, a former FRCSE employee, coordinates visits to schools and organizations. "I retired from the Marines and during my first 10 years, I knew nothing about the history of these men. It was by accident that I learned about them. This is not about black history, it's about American history," he said. "These men are now being recognized along with the Buffalo Soldiers, Tuskegee Airmen and Red Ball Express."

According to FRCSE Executive Officer Capt. Chuck Stuart, the presentation was inspiring. "I know all of us are familiar with the struggles of discrimination. I am honored to hear the incredible stories of these men who have paved the way of where we are today," said Stuart as he thanked the Marines for sharing their stories.



ET1(SW/EXW) Todd Dinwiddie, left, and ET2(SW) Jeremiah Hughey, right, of the Southeast Regional Calibration Center, learn about the Congressional Gold Medal earned by 90-year-old Alpha Ganious, a Montford Point Marine, during a Black History Month Celebration at FRCSE Feb. 25.



# FRCSE celebrates opening of newly renovated production shop



From left, Lt. William Yun, Naval Facilities Engineering Command Southeast construction manager, Industrial Engineer Carol Brooks, FRCSE Executive Officer Capt. Chuck Stuart, and Components Integrated Product Team Lead Tim Postemski cut the ribbon reopening the depot's Building 190 production shop March 11 after a \$3.4 million renovation project.



Components Integrated Product Team Lead Tim Postemski, left, discusses a new ventilation system and other upgrades in the Building 190 production shop with FRCSE Executive Officer Capt. Chuck Stuart, center, Industrial Engineer Carol Brooks and Welder Steve Hyatt during a tour of the newly renovated facility.

**A RIBBON CUTTING CEREMONY** held March 11 officially reopened FRCSE Building 190 production shop after a \$3.4 million renovation project.

FRCSE Executive Officer Capt. Chuck Stuart, along with Industrial Engineer Carol Brooks, Components Integrated Product Team Lead Tim Postemski, and Lt. William Yun, Naval Facilities Engineering Command Southeast construction manager, cut the ceremonial ribbon to celebrate the reopening of the new facility which supports Com-

ponents' tank and welding shops.

"It's been a long, challenging road to get to this day," said Stuart. "We've turned an old antiquated building into an updated, usable facility providing our artisans with a safer, cleaner environment to better serve our customers. It's important that we use funding in the smartest way possible.

To turn an open shell area into 13,000 square feet of useable production space is well worth the cost. We make great strides in improving our work areas here every day thanks to our dedicated employees."

The building was constructed in 1945 and consisted of two small open shell buildings with no protection from the elements and deteriorating mechanical and electrical systems. Some of the upgrades include: replacement of the roof, lighting, piping, electrical and fire alarm systems, enclosing and painting the facility, and installing fire protection, heat and ventila-

tion equipment.

"It's taken a lot of planning and work to accomplish this project," said Bruce Mobley, FRCSE Process Engineering director. "We started with the contract proposal in 2008. We had to orchestrate a funding strategy so it's been a long process but this space is a lot more usable."

The newly renovated

space is comprised of areas for sheet metal work, welding, cleaning and painting. Shop employees repair F/A-18, EA6-B and S-3 tanks and tailpipes, engine cans, shipping containers and other large aircraft components.

***"We've turned an old antiquated building into an updated, usable facility providing our artisans with a safer, cleaner environment to better serve our customers."***  
- CAPT Chuck Stuart



A 'before and after' look at the FRCSE Building 190 Production Shop which reopened March 11 after a complete renovation of the facility.



50 Years



*FRCSE Commanding Officer Capt. John Kemna presents Paul Nadeau, a logistics management specialist, with his 50-year certificate signed by Secretary of the Navy Ray Mabus during a Length of Service ceremony April 29.*

## Length of Service Milestones

### 50 Years

Paul Nadeau

### 40 Years

Michael Bender, Lawrence Gress,  
Jessie Johnson, Lawrence Norman,  
Edwin Rios, Willie Scoggins

### 35 Years

Antonio Caro, Bruce Gingrich,  
Edwin Harper, Antoward Usher,  
Terry Walker, Clifton Willimon

### 30 Years

Timmy Chapple, Theresa Downing,  
Gail Eyler, Timothy Harrell,  
Charles Miller, James Patterson,  
Bradley Richardson, Jose Sanchez,  
Joseph Stevens

### 25 Years

Kevin Graves, Michael Jeffrey,  
Barbara Lochner, Tan Nghi,  
Tyler Walker

## RETIREMENT LANE

Frankie Bush - 41 Years  
Richard Chubb - 56 Years  
Leon Cribb - 41 Years  
Markham Cross - 40 Years  
Robert Early - 37 Years  
Jessie Johnson - 40 Years  
Paul Kelley - 38 Years  
Curtis Kimbler - 54 Years  
Dale Mounce - 37 Years  
Whitney Oliver - 35 years  
Claflin Rollerson - 19 Years  
Artie Schnapp - 39 Years  
Eddy Smith - 41 Years  
Gool Wadhvani - 30 Years  
Gary Whitfield - 33 Years



AT2 Cornelius Sammons of FRCSE Det Jacksonville rakes the long jump pit while volunteering during a University of North Florida track meet March 27. Volunteers are always needed for upcoming events. Anyone interested can contact AT1 Brooks at 542-3055.



## Giving the Gift of Life!



*Left: Vanessa Smith, a phlebotomist with The Blood Alliance, adjusts the tubing used to collect blood from P-3 Orion Sheet Metal Mechanic Johnny Parks during the depot's quarterly blood drive.*



*Above: Tool and Parts Attendant Lucretia Rhodes looks on as Holly Smith, a phlebotomist with The Blood Alliance, adheres the tubing used to collect blood during the depot's quarterly blood drive.*



*Above: Phlebotomist Maria Moscoso pauses for a photo op with Public Affairs Administrative Assistant Yaritza Miranda. Miranda gives a "thumbs up" as she donates blood. Employees donated 282 units of blood during the three-day event at NAS Jacksonville and Cecil Commerce Center.*

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